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ABSTRACT

The Career Interest Test (third edition) is a 63-item forced choice and individually administered instrument of 7 vocational interest categories: Outdoor, Practical, Scientific, Creative, Business, Office, and People Contact. The test is designed for use in vocational contexts as a practical guide to educational and vocational planning. The item content has been revised from the 1988 edition and subsequent revisions. The Career Interest Test is now made freely available. Descriptive data on some 900 Australian high school students and occupational data are available together with information relating to the reliability and concurrent validity of the results. This manual replaces the earlier version. (Contains 12 tables, 6 figures, and 16 references.) (Author/SLD)



University of Technology, Sydney

OCCASIONAL PAPER
Number 14

A BRIEF, FREE AND STANDARDISED ASSESSMENT OF INTERESTS FOR USE IN
EDUCATIONAL AND VOCATIONAL GUIDANCE — CAREER INTEREST TEST
(Version 3.0)

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Faculty of Education
University of Technology, Sydney

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The *Career Interest Test* (3rd edition) is a 63-item forced choice and individually administered assessment of seven vocational interest categories: Outdoor, Practical, Scientific, Creative, Business, Office and People Contact interests. It is designed for use in vocational contexts as a practical guide to educational and vocational planning. The item content has been revised from the earlier 1988 edition and subsequent revisions. The *Career Interest Test* is now made freely available. Descriptive data on some 900 Australian high school pupils and occupational data are available together with information relating to the reliability and concurrent validity of the results. This manual replaces the earlier version published as an ERIC Document A Brief, Free and Standardised Assessment of Interests for Use in Educational and Vocational Guidance . Occasional Paper Number 12. 43 p. March 2000 AN: ED440120

WARRANTY

Users of the *Career Interest Test* acknowledge and agree as follows:-

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3. Users agree to indemnify and keep indemnified the University of Technology, Sydney and Dr James A Athanasou against any loss cost expense claim liability action proceeding or damages which may be brought against or suffered or incurred by either Dr Athanasou or the user arising directly or indirectly as a result of the use of the test and whether arising from breach of contract, negligence or any other tort in equity or otherwise.

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1. INTRODUCTION

The *Career Interest Test* is intended for use primarily by adolescents seeking career guidance, such as students wondering what career to follow, high school pupils choosing a course of study or trying to eliminate less interesting options. The test, an interest profile sheet and a related interest classification seek to provide a practical starting-point for thinking about jobs and careers. The purpose of this manual is to provide a user's guide and it replaces any previous papers or reports on the *Career Interest Test*.

Work setting recommendations

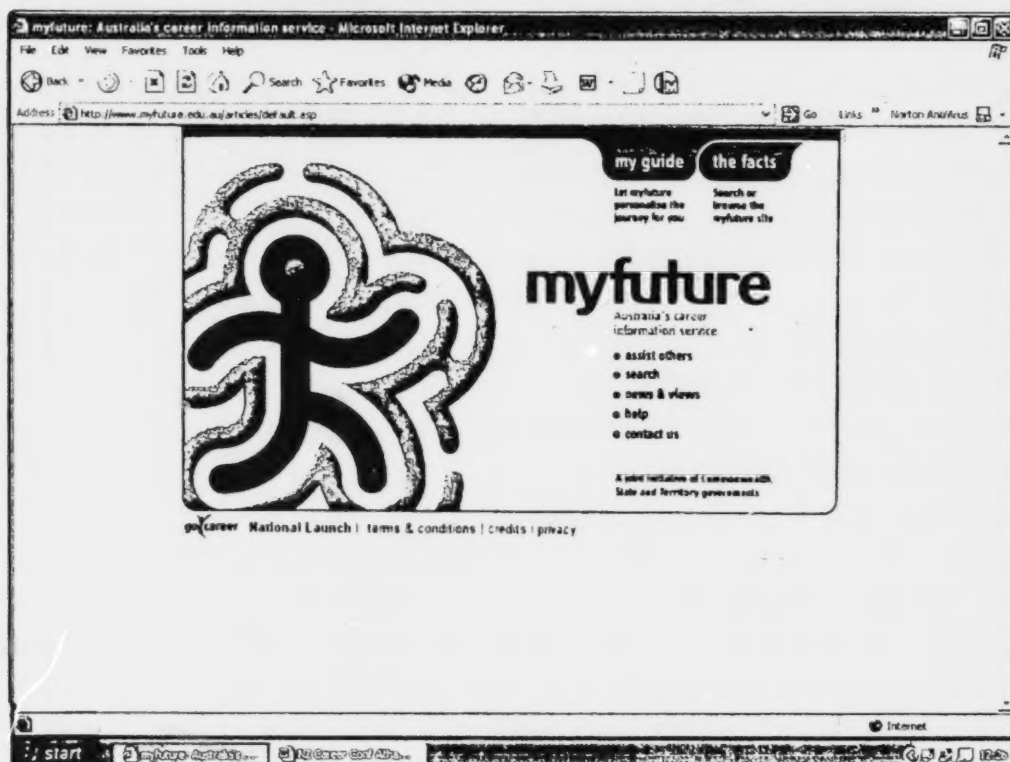
The *Career Interest Test* offers career practitioners information at low cost and with brief testing time. It provides one way in which people may learn about occupational options. Results may be used to provide reassurance about choices, to narrow the range of options or to stimulate career exploration by indicating the types of work that individuals may want to explore. It is based on the premise that vocational interests (i.e., activity preferences) may be inferred from consistent patterns of likes and dislikes.

The seven career interests assessed are categorised as Outdoor, Practical, Scientific, Creative, Business, Office and People Contact work interests. Results are based on preferences for work activities, subject and activity preferences. Choices from a pair of items are used to assess an individual's preferences for participating in the seven different types of activities. It is based on the premise that vocational interests (ie, activity preferences) may be inferred from consistent patterns of likes and dislikes. The seven areas assess an individual's preferences for participating in different types of activities.

The *Career Interest Test* provides one way in which people may learn about occupational options. Results can be used to provide reassurance about choices, to narrow the range of options or to stimulate career exploration by indicating the types of work that individuals may want to explore.

The test was developed for use by career advisers, vocational guidance officers, psychologists and rehabilitation or employment counsellors. It can be used as an alternative and less costly replacement for questionnaires that are not considered

culturally relevant or suitable for many Australian contexts. It was first published and marketed through Hobsons Press in 1988, then a subsequent computer-administered version was developed by New Hobsons Press. Copyright has reverted to the author and the purpose of this manual is to place the *Career Interest Test* in the public domain so that it is available to a wider audience. It is now freely available for single use in educational or vocational contexts and may also be accessed through national web-sites such as www.myfuture.edu.au as well as www.smartfuture.qld.gov.au (see Figure 1.1). Version 3.0 of the *Career Interest Test* forms the backbone for the career exploration components of these sites.



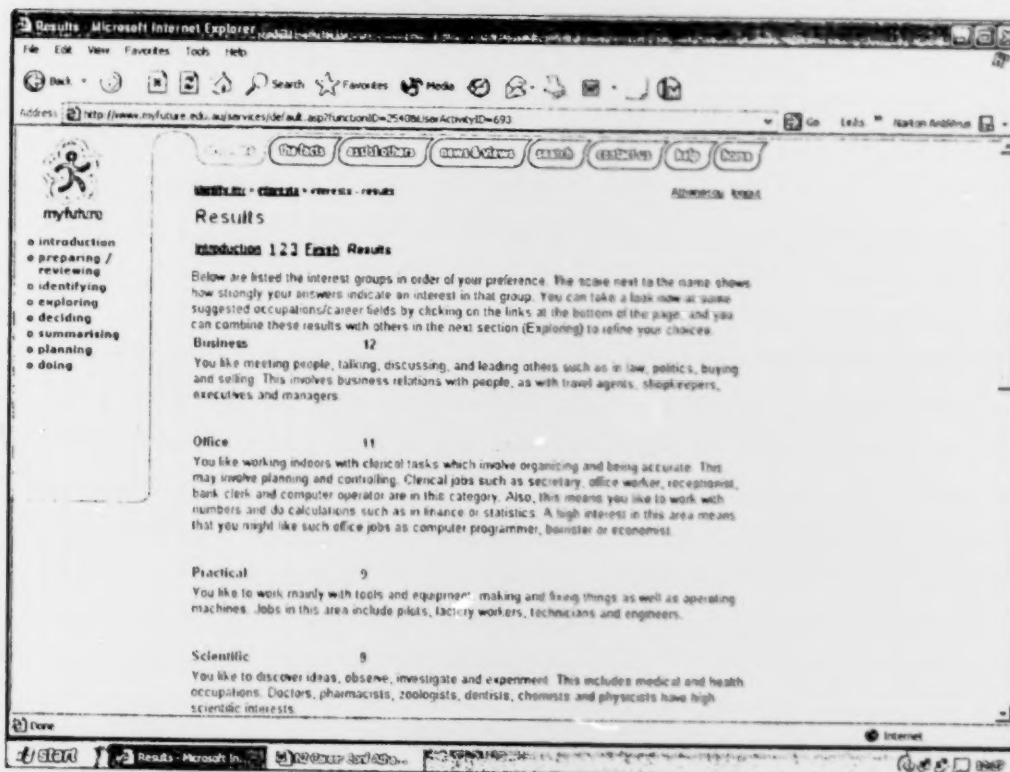
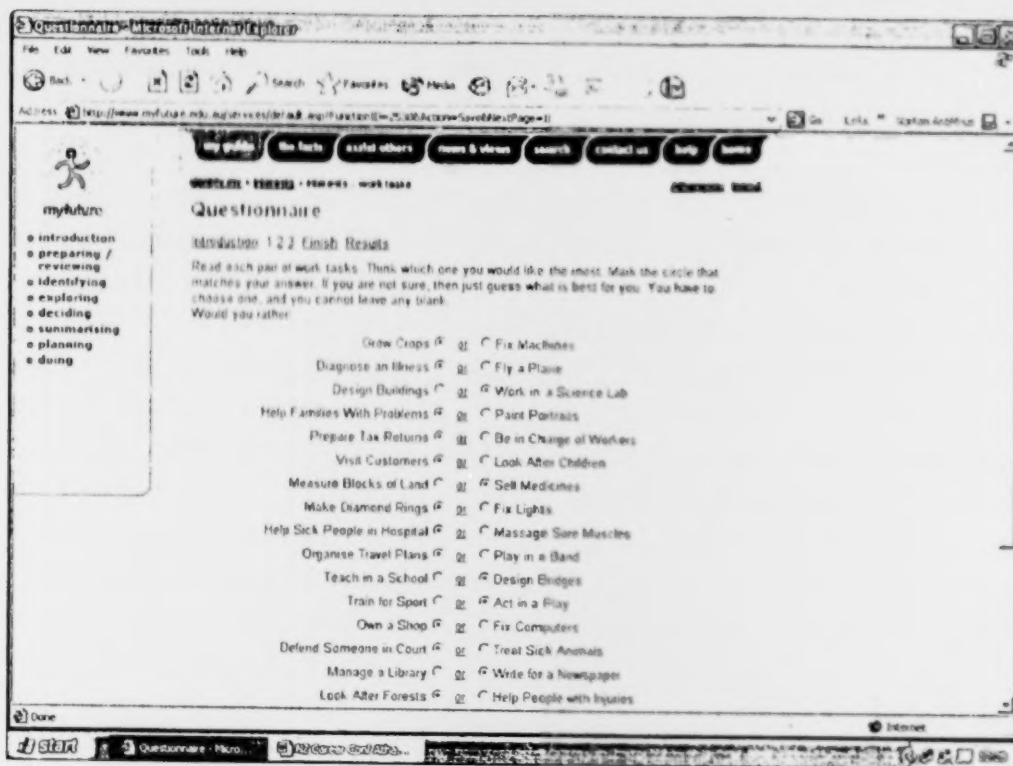


Figure 1.1 myfuture.edu.au and the Career Interest Test

Users are free to adapt the *Career Interest Test* to their needs and situation and to share this information with other users. This manual is intended as a user's guide that summarises the available technical background, research data and development details for the reader.

Format

The *Career Interest Test* is contained in one test booklet with separate provision for recording responses. An interest profile is available for reporting test performance. The Personal Interest Profile has been designed to provide a graphic representation of information contained in the various scores. In addition to the test booklet, answer sheet, and profile, a related classification of occupations into interest categories is provided. Individual users are permitted to reproduce the answer sheets, classification and profile sheets without restriction. Copies are available from the author upon request and professional users are free to reproduce these without restriction for individual use. Permission is also provided for large-scale copying.

User qualifications and training

The *Career Interest Test* has been designed for use by a variety of professional groups. Users will include vocational counsellors, psychologists, career guidance officers, careers advisers, personnel consultants, teachers, rehabilitation counsellors and researchers. The next section considers some of the design criteria and background to the *Career Interest Test*.

2. DESIGN CRITERIA

The *Career Interest Test* was developed to meet the need for a comprehensive Australian interest survey that would be useful for a broad range of career goals. Some criteria that served as guides during the early phases of development:

- a manageable range of interest categories;
- sufficient categories for a comprehensive evaluation;
- easy and accurate administration;
- a combination of items from jobs, courses and activities;
- interpretation procedures that report and display personal results; and
- a test with high technical qualities within an easily understood framework.

The third edition continues this tradition and the main changes from the earlier editions are in the occupations section where the job titles have been replaced by occupational descriptions. It is anticipated that further changes will be made over time and that the *Career Interest Test* will continue to evolve in format and presentation.

Background

The *Career Interest Test* contains seven interest categories with three parts: (a) work activities, (b) courses, and (c) activity interests. The test comprises 63 questions made up of 126 forced choices from 18 Practical, 18 Scientific, 18 Creative, 18 Business, 18 Office and 18 People Contact interests. Every item had to meet criteria of recognition and familiarity.

It provides an ipsative assessment, that is, one in which the person is compared against themselves. The *Career Interest Test* is not a norm-referenced comparison against a group. It seeks to answer the question — Which career fields are of greatest and least interest to me? .

The *Career Interest Test* was designed for persons 15-18 years who want to explore and understand their pattern of vocational interests. Completion of the *Career Interest Test* requires the voluntary and active participation of respondents in a non-threatening setting and where people understand the purpose of the assessment. No attempt is made to disguise the purpose of the *Career Interest Test* since it is intended for use in career education, guidance and counselling. Some aspects of the instructions

are outlined in Section 3 of this manual. The *Career Interest Test* is not considered suitable for adult populations for whom a related *Career Interest Card Sort* (Athanasou & Hosking, 1998) is available; special populations may benefit from assessments such as the *Reading-Free Vocational interest Inventory*.

Description of the interest categories

Central to the *Career Interest Test* are the seven interests located on two fundamental work-task dimensions of People versus Things and Data vs Ideas (see Figure 2.1). As a basis for career choice, it is considered that other things being equal, people possessing interests similar to a particular occupational category will probably find that employment rewarding.

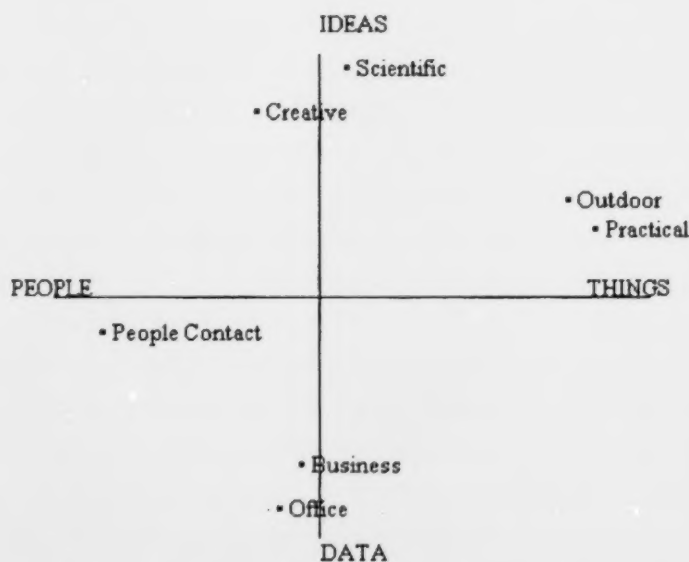


Figure 2.1. Career Interest Test categories and work-task dimensions

Each category embodies the idea that vocational interest types include a broad and complex set of likes and dislikes. This is reflected in the three-facets. Each interest category or scale attempts to sample a number of occupational, educational, and leisure elements. Thus, each category includes choices from job titles, things people prefer to learn and activity interests that they like. The category names and descriptions are outlined for users below.

- *Outdoors*

Outdoor interest means that you like to work and move about outside. It also involves caring for animals and growing things. Farmers, foresters, landscape gardeners, surveyors, and sportsmen/ sportswomen are among those high in outdoor interests.

- *Practical*

Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.

- *Scientific*

Scientific interest means that you like to discover ideas, observe, investigate and experiment. It includes medical and health occupations. Doctors, pharmacists, zoologists, dentists, chemists, physicists have high scientific interests.

- *Creative*

A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.

- *Business*

Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.

- *Office*

An interest in office work means you like working indoors, and clerical tasks which involve organising and being accurate. It can involve planning and controlling. Clerical

jobs such as secretary, office worker, receptionist, bank clerk, or computer operator are in this category. An interest in office work also means you like to work with numbers and do calculations such as in finance or statistics. A high interest in this area means that you might like such office jobs as computer programmer, barrister, or economist.

- *People Contact*

An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

The next section outlines some details for the administration of the *Career Interest Test*. It provides details for both individual and group administration. Section 4 focuses on the scoring of the *Career Interest Test*.

3. ADMINISTRATION AND SCORING

The *Career Interest Test* can be administered individually. It is administered verbally on a one-to-one basis and therefore does not involve any reading requirements. This is the recommended form of administration as it allows for direct observation of the person and explanation of any unfamiliar terms. It is also feasible for the *Career Interest Test* to be used with classes or groups for career education, job-seeking or research purposes. In fact it was published originally as a paper-and-pencil survey for use with groups.

The administration to an individual or group takes approximately 10 minutes. The majority of people take the *Career Interest Test* without any special interpretation or procedural problems. All specific administration instructions have been integrated into the test materials.

Individual Administration

Ensure that people undertaking the *Career Interest Test* are motivated to undertake this assessment, that they are given an adequate explanation of what is involved, how their results will be used and what information will be provided to them. Tell them that this will offer them some information about their choice of activities and that it may or may not be useful in thinking about careers.

Step 1

Paraphrase the following instructions so that the meaning is retained and they are able to be understood by the person taking the *Career Interest Test*: This test is used to help you understand your interests. It may show you some kinds of careers you might find satisfying. There are many jobs, course and activities from which you can choose. Pick the one you prefer the most. It does not matter if you are not able to do these at present.

Step 2

Commence the first part with Which would you prefer to do GROW CROPS or FIX MACHINES Then DIAGNOSE AND ILLNESS or FLY A PLANE? DESIGN BUILDINGS

or WORK IN A SCIENCE LAB? Continue until all 21 occupational pairs have been completed. Record the responses on the answer sheet.

Step 3

Commence the second section with Which would you like to learn? GEOGRAPHY or TECHNICAL DRAWING? CHEMISTRY or METALWORK? MUSIC or BIOLOGY? Continue until all 21 pairs of courses have been completed. Indicate that there is just one more group to be answered.

Step 4

Commence the last section with Which would you like to do? LOOK AFTER ANIMALS or OPERATE POWER TOOLS? EXPERIMENT IN A LAB or FIX CARS? CREATE A SCULPTURE or DISSECT SPECIMENS? Continue until all 21 activity pairs have been completed. Thank the respondent and indicate that the test sorts his/her preferences into seven groups. Indicate that he/she will be given a copy of the results.

Sometimes a choice may be difficult for someone. In those instances users might encourage people and/or might say something like If you *had* to choose, which one would you choose? . Also users should feel free to explain the meaning of any occupations or courses or activities that are unfamiliar to a person.

Group Administration

The reading level for the instructions was judged to be around the Year 5/6 level. For groups it is important that the administration is supervised.

Step 1

Hand out a printed version of the *Career Interest Test* and an answer sheet.

Step 2

Read the instructions on the cover to introduce the *Career Interest Test*. Ask people to follow while you read.

Step 3

Emphasise that: (a) they must tick only one choice in each question; (b) they should tick what they prefer not what they can do; (c) if they make a mistake just ask them to cross out the incorrect answer.

Step 4

Before commencing, check that each person understands what they have to do. Tell them there is no time limit. Supplement the instructions with informal directions. Explain some occupations or courses if required.

Collect all answer sheets at the conclusion and check that all the details have been completed. Check the answer sheets to see that there are no double ticks or omitted responses.

Scoring

The *Career Interest Test* is easy to score. A scoring key is provided to indicate how each response option is categorised as Outdoor, Practical, Scientific, Creative, Business, Office or People Contact (see Appendix).

For individual administration there is a response sheet in which each option is categorised and the total responses for each of the seven categories is added. Scoring of group response sheets is straightforward but it can be time consuming if there are large numbers of persons involved. After scoring check that the total of all the seven scores equals 63 then transfer the scores and details to a Personal Profile sheet.

Results from the *Career Interest Test* allow inferences to be made about a person's relative level of preference for each interest category. Scores describe the extent or direction of preference and not the relative standing in a general comparison group, such as that provided by standard scores or percentile ranks¹.

¹ Percentile ranks are used in some tests to indicate the percentage of persons in a norming sample who had scores the same as or lower than an individual's score. It should be emphasised that standing at the 50th percentile can mean quite different things depending on the nature of the normative sample — men, women, high school pupils, employees, applicants or guidance clients. Furthermore users cannot interpret differences in percentile ranks as absolute differences in level of interest. That is, one cannot always say that the 80th percentile rank would mean a greater personal interest than say a 50th percentile rank.

Career Interest Test scores in each category are used to compare the level of interests directly. The scores on the *Career Interest Test* categories range from 1 to 18 and can be interpreted without reference to a table of norms.

The actual distribution of scores is shown in Table 3.1. They could also be described as very low to very high using the labels in Table 1 but this would be a norm-referenced interpretation.

Table 3.1. Distribution of scores

Description	Interest score	Proportion
Very Low	0 - 3	5%
Low	4 - 7	29%
Medium	8 - 11	40%
High	12 - 14	19%
Very high	15 - 18	6%

All percentages rounded; Source: CIT Manual, 1988, p. 30

A useful process is to take the raw scores and to convert them into ranks. This gives an ordering of a person's interest choices on the *Career Interest Test* and probably represents the most satisfactory and practical measurement alternative.

The meaning of interest scores

Although the interest scores on the *Career Interest Test* are the number of choices, they cannot be interpreted as units of interest. The final numbers depend entirely on the content of the items (jobs, courses or activities) that were offered to the person and the level of interest of the person in one of the two available choices at that point in time.

At best, the scores give you only a general sense of the direction of a person's interests. In addition there are some important limitations in the traditional use of scores in interest assessment., viz.:

- scores at various points (e.g., 3, 6, 9, 12, 15, or 18) would have vastly different errors of measurement and different reliabilities;

- ¥ scores are most indicative of interest at the extreme levels, such as those of high and low interest.

Some of these criticisms have been raised because some people have a naive belief in the value of all scores. Consequently, the most conservative approach for scoring purposes might be to rank order the results from the *Career Interest Test*.

4. INTERPRETING THE RESULTS

There are two main steps for interpreting the results:

- *Career preference* — a person's preferences can be described by his/her ranking of scores; and
- *Career clarity* - the clarity or pattern of a person's seven interest scores can be examined.

CAREER INTEREST TEST Test Results		
Date 20.12.88		
Name: Ben T.		
Background Details		
Age: 15	Sex: Male	
Education:	Year 9	
Place of Testing:	Mentor Psych. Consultants	
Main Hobby:	Soccer or surfing	
Job Choice:	Locksmith	
This is a summary of his scores on seven work interest categories		
INTEREST CATEGORY	Score	Rank
OUTDOOR	12	2
PRACTICAL	15	1
SCIENTIFIC	8	4
CREATIVE	7	5
BUSINESS	11	3
OFFICE	6	6
PEOPLE CONTACT	4	7
Career interest		
His major interest is in Practical activities followed by Outdoor and Business activities.		
Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.		

Figure 4.1. Sample interpretation of career preference from a set of results

Step 1. Career preference

Each person's career preferences are defined by the highest scores on the *Career Interest Test*. The highest interest categories indicate preferred ways of responding and are related to personal characteristics including their abilities. These highest scores are most important for exploring careers. Equally important are the lowest scores as these indicate marked dislikes.

Simply determine the rank order of interest categories. Small differences in scores (1-3 points) should be ignored when determining the ranking of career preferences. It may be the case that someone has one, two or even three categories that score closely together. To my mind, all the high scoring categories should be explored. In Figure 4.1, the two highest categories of Practical and Outdoor should be examined in greater depth (in fact, follow-up of this person after many years showed that he became a carpenter).

Step 2. Career clarity

The degree of clarity looks at the pattern of scores. Some people have many interests and may not have any special high scores. If you were to draw a chart of their interest scores it would be relatively flat without variation. In Figure 4.2 there is an example of a profile without much variation in scores. In this case we cannot make any confident predictions about what a person likes.

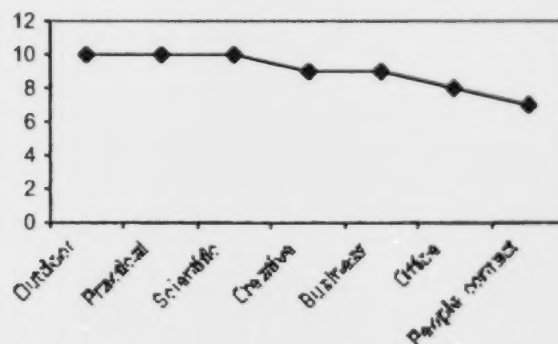


Figure 4.2. A profile with low clarity of interests

Figure 4.3 is another profile but it shows greater differentiation in interests. (This is the profile of Ben T. in Figure 4.1.) There are two or three higher categories and some other categories that are relatively low. You can have much greater faith in making predictions when an interest profile has a clear pattern.

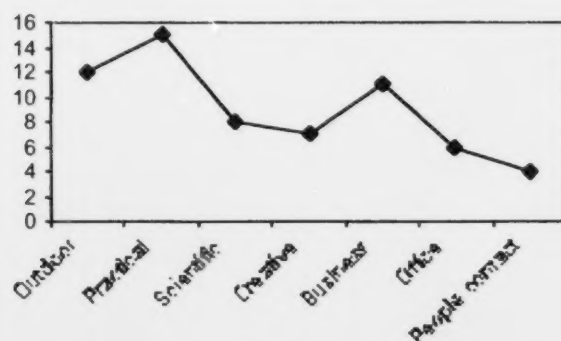


Figure 4.3 A profile that is differentiated and with obvious clarity of interests

Subtracting the highest from the lowest score can give a guide to the level of differentiation but it is only a rough approximation. Figure 4.4 is a sample interpretation of a person with quite clearly differentiated interests.

CAREER INTEREST TEST
Test Results

Date 4.1.89

Name: Katherine M.

Background Details

Age: 15

Sex: Female

Education:

Year 10

Place of Testing:

Bethlehem College

Subject Interest:

French

Main Hobby:

Acting/Drama

Job Choice:

Actress

This is a summary of his scores on seven work interest categories

INTEREST CATEGORY	Score	Rank
OUTDOOR	3	6
PRACTICAL	7	5
SCIENTIFIC	2	7
CREATIVE	14	2
BUSINESS	15	1
OFFICE	8	4
PEOPLE CONTACT	14	2

Career interest

Her major interests are in the fields of Business, Creative and People Contact activities. She has a combination of interests that can be described in the following ways.

- Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.
- A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.
- An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

Her interests are reasonably well-defined and she is clear about the types of activities she does not prefer.

Figure 4.4 Sample interpretation of career preference from a set of results with a profile with obvious clarity of interests

Career coherence

In the earlier edition of the *Career Interest Test* reference was made to interpreting the coherence or consistency in people's career choices. While this may have some benefit it is now regarded with some caution as exceptions to coherent interest patterns may occur for all sorts of valid reasons.

High levels of coherence imply notionally consistent patterns of work activity preferences. Over many years interest researchers have described how some interest preferences are expected to be closer together. Normally high outdoor and practical interests, high outdoor and scientific, high practical and business, high creative and people contact, high business and office, and high office and people contact work preferences might be expected to be close. There are exceptions and these occur frequently.

Summary

Two steps are recommended for interpreting the results. The first and most important step focuses upon the highest and lowest ranking of interest scores on the Career Interest Test. This is followed by an examination of the distribution of scores to see whether there is a clear pattern of high and low scores. The next section deals with the practical career assistance available to users of the *Career Interest Test*.

5. PRACTICAL ASSISTANCE

I recommend that the *Career interest Test* is always used in conjunction with a thorough careers interview and as part of a career exploration program for a person. It should not be used in a test-and-tell fashion. The *Career Interest Test* is helpful in a career guidance context where there is insufficient information available to a person for them to decide about their current career interests.

If a person's areas of career interests are clearly defined and stated then it suffices to use simple resources such as the classification of careers by interest categories, which is described below and attached. Adult users with sufficient life and work experiences would benefit by using a resource such as the *Career Interest Card Sort* (Athanasou & Hosking, 1998).

In providing assistance there are a number of obvious factors other than interests that should be taken into account. These include special talents, educational achievements, a person's temperament, the range of opportunities, work experience, occupational information, one's personal values and any limiting factors that cannot be overcome.

Results from the *Career Interest Test* can be used to search for occupations that are compatible with the highest interest categories. Practical assistance is available in the form of a *Personal Profile* handed to each person, a *World of Work Map* (Prediger, 1976) and a *Classification of Occupations by Interest Categories* (copies of these are provided in the attachments).

The Personal Profile

The Personal Profile describes the seven interest categories and gives each person a summary of their results. A profile or graph of the scores can also be drawn in order to make comparisons between scores easier to see. A copy of the Personal Profile is included and it may be reproduced freely.

World of Work Map

The World of Work Map arranges the *Career Interest Test* categories based on their involvement with data vs ideas or people vs things. It locates occupations on the map

so that related jobs may be explored. A copy of the World-of-Work Map is attached. The map was based on an analysis of high school pupils' choices but you may find that some careers that are close together on the map are not closely related occupations; I agree, nevertheless it is a useful way in which to describe a vast number of jobs.

Classification of Occupations by Interest Categories

One of the most helpful products for users of the *Career Interest Test* is the classification of occupations by interest categories. Jobs which have a relationship to a career type are sorted by educational level into those requiring degrees, diplomas, certificates, trades or other qualifications. Take the highest interests score(s) and search for relevant occupations within one or more interest categories. A copy of the Occupations by Interest Categories is also included and this may be freely reproduced.

6. DEVELOPMENT OF THE INTEREST SCALES

This section provides some technical data on the development of the *Career Interest Test*. The development of this assessment was part of a long-term program of research (see Athanasou, 1977, 1980, 1985 a,b, 1986, Athanasou & Evans, 1983, Athanasou, Hall, Fox & Jenkins, 1980; Athanasou, O Gorman & Meyer, 1981, 1986) that has culminated in the placing of the *Career interest Test* in the public domain.

Initial development

The initial emphasis was pilot testing to find questions that were familiar to a majority of subjects and interest categories that are useful to Australian users. This ensured questions that are novel, interesting and culturally relevant. Lists of occupations, study courses and activities arranged in interest groups were administered to over 500 people in rural and metropolitan areas to determine people's preferences.

Complete link clustering (Johnston, 1967) was used to develop homogeneous groups of questions. Questions comprising each category were selected to correlate higher with their total score, than any other category. Subsequent item-analyses correlated each item with the category totals, until such time as the initial categories had maximal internal-consistency. Statistical and technical details of some earlier experimental work have been reported previously. However, there were significant problems with these open-ended surveys in that some people ticked very few questions while others indicated a very large number of preferences. Moreover it was difficult to determine relative preferences. Practitioners also opted for a test format that made people choose between activities.

In the final stage the categories were fixed at seven and preference was made for an idiographic approach to interest measurement. The idiographic approach to interest measurement focuses on the individual and considers the overall lawfulness of a person's behaviour. A pair-comparison question technique was utilised and additional questions were trialed in order to produce 126 items based on 63 paired choices. Initial field testing of the test was conducted at five high schools with 650 pupils from years 9 to 11.

In the second edition a number of items were re-worded (Home Economics to Home Science; Experiment in a laboratory to Experiment in a lab; Dissect biology

specimens to Dissect specimens; Go bushwalking to Go hiking or bushwalking; Collect weather data to Collect weather details; Type letters to Type some letters). Only two options out of the total of 126 were changed. These were in the Courses section where two scientific options were duplicated (Chemistry was changed a second time to Botany/Horticulture; and Geology was changed on the second time to Medicine).

Reliability

Test-retest reliabilities were determined for high school pupils over a period of 2-3 months and for 4-5 months but the sample sizes were not recorded in the original manual. These results are summarised in the first two columns of Table 6.1. For 2-3 months test-retest correlations are high and ranged from 0.85 to 0.96; as expected, they decline over a period of 4-5 months and ranged from 0.67 to 0.87.

Table 6.1. Test-Retest Reliability

Category	2-3 months Reliability	4-5 months Reliability	4 week test-retest reliability
Outdoor	.89	.67	.83
Practical	.89	.74	.91
Scientific	.87	.79	.83
Creative	.90	.73	.87
Business	.96	.69	.72
Office	.85	.69	.67
People contact	.93	.87	.81

Source: CIT Manual 1988, p.31 for columns 1 and 2;
N=34 high school pupils in column 3

The most recent test-retest reliability study of Version 3.0 was conducted using 34 Year 11 male and female high school pupils in Year 11. The results are listed in the third column of Table 7.1 and continue to confirm the stability of the interest scores across the categories.

Of greater interest might be the individual stability of interest patterns. The correlation between each person's scores (across the seven categories) at the two time intervals showed considerable individual stability in the pattern of interests on the *Career Interest Test*. This is illustrated in Figure 6.1.

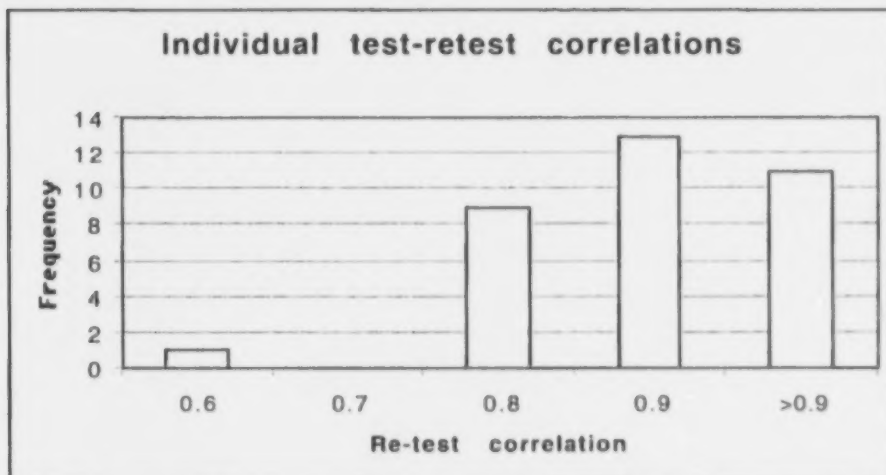


Figure 6.1. Individual test-retest correlations over a 4-weekperiod (N=34)

Validity information

Normative data were obtained from samples of high school pupils (N=935) in rural and metropolitan areas. The available demographic data indicated that the average age was 15.1 years (SD=0.7) and the median education level was Year 10.

(a) Average scores on the Career Interest Test categories of Practical and People Contact reflect differences in gender socialisation (see Table 6.2).

Table 6.2. Average scores on the Career Interest Test for males and females (N=865)

Gender		Average Score						
		Ou	Pr	Sc	Cr	Bu	Of	Pc
Males	N=335	8	10	8	9	10	9	8
Females	N=532	7	6	8	10	11	10	11

Figures rounded

(b) The intercorrelations between the category scores on the *Career Interest Test* are ipsative scores reflecting the forced-choice nature of responses and the matrix displays the expected low independent correlations between categories (see Table 6.3).

Table 6.3. Interest category intercorrelations (N=935)

	OU	PR	SC	CR	BU	OF	PC
OU	1	0.19	-0.05	-0.22	-0.43	-0.37	-0.12
PR		1	-0.17	-0.13	-0.27	-0.37	-0.46
SC			1	-0.36	-0.29	0.06	-0.19
CR				1	0.20	-0.26	-0.00
BU					1	0.09	-0.06
OF						1	-0.07
PC							1

(c) Multidimensional scaling (non-metric) of the interest categories is mainly along two dimensions (see Table 6.4 and Figure 6.2).

Table 6.4. Multidimensional scaling report (N=935)

Variables	Dim1	Dim2
OU	-0.2970	-0.0166
PR	-0.3137	0.1377
SC	-0.0883	-0.3169
CR	0.1021	0.2801
BU	0.2536	0.1358
OF	0.1914	-0.2342
PC	0.1519	0.0142
Stress	0.28	0.09

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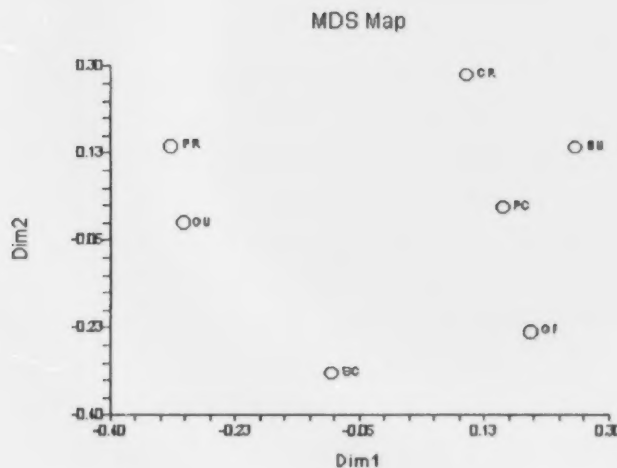


Figure 6.2. Multidimensional scaling analysis of the *Career Interest Test* categories

(d) Relationships between occupational preferences, course preferences and activity preferences are positive but inferences should not be made about career interests only from one source. Information from job, course and activity preferences overlaps but each contributes in its own fashion (see Table 6.5).

Table 6.5. Inter-relationship between job, course and activity preferences

INTEREST CATEGORY	JOB AND COURSE PREFERENCES	JOB AND ACTIVITY, PREFERENCES	COURSE AND ACTIVITY PREFERENCES
OU	0.46	0.35	0.27
PR	0.52	0.48	0.45
SC	0.32	0.31	0.42
CR	0.48	0.44	0.43
BU	0.14	0.26	0.17
OF	0.51	0.40	0.34
PC	0.46	0.31	0.31

(e) Self-estimates of interests were positively related to scores on the *Career Interest Test*. The validity of interest scores and self-estimates, rated very low interest (1) to very high interest (7) (N=329 high school pupils) is indicated in Table 6.6.

Table 6.6. Correlation of *Career Interest Test* score and self-estimates

INTEREST CATEGORY	CIT SCORE AND SELF-ESTIMATE
OU	0.47
PR	0.59
SC	0.59
CR	0.52
BU	0.41
OF	0.57
PC	0.47

(f) There is some overlap between specific categories and the results of other personality and vocational measures and the results of various studies are indicated in Table 6.7. The highest value in each row is highlighted in bold. The relationships, however, are not uniform and not always as positive as one might expect. Although this might reflect problems of sampling as well as small group sizes, it also means that the results of the *Career Interest Test* should not be considered as a valid indicator of the results of other questionnaires.

Table 6.7. Correlation of *Career Interest Test* scores and results from other inventories

Questionnaire	Ou	Pr	Sc	Cr	Bu	Of	Pc
RAMAK¹ VOCATIONAL INTEREST							
INVENTORY N=35 adult education students							
Business	-30	-05	-15	08	48	-21	12
Organisation	-29	13	-23	-16	50	02	04
General Culture	-27	-20	03	19	02	15	29
Service	-28	-19	11	00	22	-29	35
Arts	-24	-19	-28	33	33	-35	24
Outdoor	37	63	-06	-41	-07	-57	-30
Scientific	08	28	26	-19	-18	-24	-25
Technical	-11	36	-02	-07	-07	-21	00
ACER YOUTH IN TRANSITION INTEREST							
SURVEY N= 34 year 11 high school pupils							
Realistic	21	41	33	-42	-23	-15	-31
Investigative	05	66	-06	-37	17	-04	-55
Artistic	00	-15	03	-17	12	01	26
Social	-22	-32	30	15	-04	-05	24
Enterprising	07	-40	02	30	-18	-11	32
Conventional	-04	-20	-06	-04	27	21	-04
KUDER CAREER SURVEY N=27 male and female organisational learning students							
Nature	49	09	-43	35	-35	-36	06
Mechanical	23	45	-27	03	11	-19	-50
Computational	-17	-27	09	-49	38	38	11
Scientific	-20	25	14	15	-07	-25	06
Sales	-32	09	24	16	09	-09	-27
Artistic	36	-01	-17	61	-37	-42	30
Musical	-02	15	-07	07	13	-03	00
Human	18	-44	-26	29	-28	-17	73
Comm	-13	-12	-25	27	-08	-06	28
Office	-21	05	31	-68	34	54	-49

Table 6.7 (continued). Correlation of Career Interest Test scores and results from other inventories

Questionnaire	Ou	Pr	Sc	Cr	Bu	Of	Pc
MY VOCATIONAL SITUATION N=26 high school pupils							
Vocational identity	-20	03	34	09	-47	-12	2-
Occupational information	-22	09	32	23	-05	-24	-18
Barriers	-03	14	-14	25	10	-19	-11
NEW ENGLAND PERSONALITY QUESTIONNAIRE N=20 pupils							
Extraversion	-03	-05	-02	-26	10	28	24
Anxiety	-17	21	-26	-09	18	03	-30
Flexibility	47	07	-04	24	-23	-41	-33
MARLOW-CROWNE SOCIAL DESIRABILITY N=31 PUPILS							
Social desirability responding	-11	-18	16	-24	12	23	17
PERSONNEL SELECTION TEST N=94 junior high school pupils							
Verbal	-10	-28	-02	10	06	15	20
Numerical	02	-21	-03	03	11	00	08
Spatial	00	00	-14	13	-03	03	00
PERSONNEL SELECTION TEST ¹ N=39 adult education students							
Verbal	01	-17	15	52	-39	-12	-02
Numerical	13	01	02	05	-07	-03	-26
Spatial	30	-02	05	-12	-09	02	-18

Source: CIT Manual 1988, p.32; and unpublished data

¹Spearman rank correlations

(g) *Occupational data.* Table 6.8 lists high scorers and low scorers on the *Career Interest Test* in terms of their occupations. The results are from 70 adult education students. Users should note the significant occupational variations. Accordingly, hard and fast recommendations on the basis of interest pattern or a single high score are not recommended. Finally it is possible that interests are not always fulfilled in the reality of many adult occupational choices.

Table 6.8. High Career Interest Test scores and actual occupations

INTEREST CATEGORY	Occupations with high scores (12 or more)
OUTDOOR	police officer * customer service * flight attendant * dietitian * human resources * manager employment program * orchestra manager * social worker * records management * solicitor * teacher * telephone sales * accountant * chaplain * electrician * environmental analyst * industrial arts teacher * lecturer * TAFE trainer
PRACTICAL	fitter * high school teacher * electrician * industrial arts teacher * civil engineer * teacher * credit manager * human resources * air traffic control * social worker * teacher * primary teacher *
SCIENTIFIC	actor * health educator * police officer * training officer *
CREATIVE	telecom technician * music teacher * air traffic control * civil engineer * marketing executive * training consultant * training officer * health educator * TAFE teacher * policy manager * commercial teacher * workplace trainer * project coordinator * management consultant * theology lecturer * teacher * nurse educator * industrial arts teacher * actress * flight attendant * chaplain * manager employment program * branch manager * solicitor * telephone sales * career counsellor * counsellor * manager disability service * training administrator * orchestra manager * finance consultant * consultant *
BUSINESS	customer service * trainer * human resources * visual arts * training consultant * nurse educator * TAFE teacher * shop employee * office manager * commercial teacher * workplace trainer * training administrator * human resources officer * clerk * secretary * accountant * clerk * project coordinator * theology lecturer * chaplain * manager employment program * consultant * human resources * lecturer * adult educator * telecom technician * marketing executive * health educator * health educator * social worker * fitter * high school teacher * dormitory supervisor *
OFFICE	dormitory supervisor * human resources officer * trainer * records management *
PEOPLE CONTACT	secretary * nurse educator * training officer * human resources * TAFE teacher * commercial teacher * workplace trainer * clerk * nurse educator * consultant * customer service * human resources * training administrator * TAFE trainer * primary teacher * adult educator * chaplain * dormitory supervisor * lecturer * dietitian * office manager * accountant * health educator * career counsellor * counsellor * management consultant * branch manager * music teacher * chaplain * social worker *

7. CONCLUSION

This assessment of interests is not intended as a stand-alone or self-contained vocational assessment. It is completed as one small part of a complete professional vocational assessment and the reader is reminded that the results of any interest assessment should always be treated with caution. The extent to which the results may be accurate for an individual may vary and may change over time as interests mature and develop. Interests also need to be interpreted in the light of personal circumstances, background, experience, opportunities, abilities, educational achievements and values.

Evaluation of the *Career Interest Test*

Since the development of the *Career Interest Test* in 1988, the aim has been provide an instrument for professional use and to make it as widely and freely available as possible. It is impossible to estimate the extent of the use of the *Career Interest Test* since 1988 because it has always been published in a re-useable format.

Users should evaluate the *Career Interest Test* against a set of personally relevant benchmarks. They may or may not find that it compares favourably with many other commercially published interest questionnaires. Of course, this is a matter for personal judgement and decision-making in the light of each user's needs and/or preferences. There are many alternative choices for assessing vocational interests in Australia, including the *Self-Directed Search*, *Strong Vocational Interest Inventory*, *Vocational Preference Inventory*, *Career Assessment Inventory*, *Campbell Interest and Skills Survey*, *Rothwell-Miller Interest Blank*, *Australian Interest Measure*, *Reading-Free Vocational Interest Inventory* and many others.

Future research

Future researchers on the *Career Interest Test* may wish to consider issues such as the following:

- automated scoring and administration;
- a self-directed career exploration package;
- links between career, academic and leisure interests
- predictive validation of the results;

- concurrent validation against other interest measures;
- development of additional specific interest assessments within the current framework (e.g., a breakdown of creative interests into artistic, literary and musical; subdivision of practical and scientific interests into specialties);
- Rasch scaling of responses;
- studies of the individual reliability of results in the teenage years;
- long-term studies of the development of vocational interests.

Concluding comments

The *Career Interest Test* provides a record of seven important career interests for use in vocational counselling. The accuracy of the information from the test is dependent upon the motivations of the person completing the *Career Interest Test*, the extent to which the questions are a fair sample of the categories and the professional administration and scoring of the *Career Interest Test*.

The use of the scores which indicate a person's relative level of interest should be of assistance in reducing the potential range of occupations to be explored. Some way is needed to reduce the 20,000 known occupational titles to a manageable number. The use of an interest survey, however, is recommended as only one aspect of the vocational guidance process. Other sources of information on interests could include stated vocational choices, leisure interests, self-estimates of interests, knowledge and information of activities. Such background information should be used to confirm the results of any interest questionnaire. Users are cautioned not to accept test scores at face value but rather as one indicator of underlying patterns of interests. The advantage of the *Career Interest Test* is that it provides a standardised set of questions that have been specially developed to clarify likes and dislikes. It may provide a starting point for career exploration and for checking on choices.

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Career Interest Test

James A Athanasou PhD
University of Technology, Sydney
Version 2.0

Name: _____

Place of testing : _____

Date: _____

This test is used to help you understand your interests. It may show you some kinds of careers you might find satisfying. The next few pages list many jobs, courses and activities. From each pair pick the one you prefer.

Look at each pair. If you prefer the one on the right, put a tick on the right hand side. If you like the answer on the left, put your tick on the left hand side. If you are not really sure what you would like then you should just guess.

Work as quickly as you can. Most people find it easy to complete. At the end you will be given a copy of the results.

Thank you for your help.

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Read each question. Think if you would like the left or right hand answer the most. Mark the square for your answer. If you are not sure, then just guess what is best for you. You have to choose one.

	A	JOBS	B
1	FARMER	_ OR _	MECHANIC
2	DOCTOR	_ OR _	PILOT
3	ARCHITECT	_ OR _	SCIENTIST
4	SOCIAL WORKER	_ OR _	ARTIST
5	ACCOUNTANT	_ OR _	MANAGER
6	SALES REPRESENTATIVE	_ OR _	CHILD CARE WORKER
7	SURVEYOR	_ OR _	PHARMACIST/CHEMIST
8	JEWELLER	_ OR _	ELECTRICIAN
9	NURSE	_ OR _	PHYSIOTHERAPIST
10	TRAVEL AGENT	_ OR _	MUSICIAN
11	TEACHER	_ OR _	ENGINEER
12	SPORTSMAN/WOMAN	_ OR _	ACTOR/ACTRESS
13	BUSINESS OWNER	_ OR _	ELECTRONICS TECHNICIAN
14	LAWYER	_ OR _	VETERINARIAN
15	LIBRARIAN	_ OR _	JOURNALIST
16	FORESTER	_ OR _	OCCUPATIONAL THERAPIST
17	BANKER	_ OR _	BUILDER
18	COMPUTER PROGRAMMER	_ OR _	DENTIST
19	GREENKEEPER	_ OR _	SHOPKEEPER
20	ECONOMIST	_ OR _	CAREERS ADVISER
21	DRIVER	_ OR _	ACCOUNTANT

	A	COURSES	B
22	GEOGRAPHY	_ OR _	TECHNICAL DRAWING
23	CHEMISTRY	_ OR _	METALWORK
24	MUSIC	_ OR _	BIOLOGY
25	HOME SCIENCE	_ OR _	POETRY
26	MATHEMATICS	_ OR _	COMMERCE
27	BUSINESS	_ OR _	HEALTH CARE
28	AGRICULTURE	_ OR _	PHYSICS
29	TEXTILES	_ OR _	WOODWORK
30	HISTORY	_ OR _	GEOLOGY
31	ECONOMICS	_ OR _	DRAMA
32	RELIGIOUS STUDIES	_ OR _	ENGINEERING
33	ZOOLOGY	_ OR _	PHOTOGRAPHY
34	RETAILING	_ OR _	PLUMBING
35	POLITICS	_ OR _	BOTANY
36	SECRETARIAL STUDIES	_ OR _	ART
37	ENVIRONMENT	_ OR _	SOCIAL PROBLEMS
38	ACCOUNTANCY	_ OR _	ELECTRONICS
39	COMPUTING	_ OR _	MEDICINE
40	PHYSICAL EDUCATION	_ OR _	ADVERTISING
41	LIBRARIANSHIP	_ OR _	EDUCATION/TEACHING
42	BUILDING	_ OR _	MANAGEMENT

	A	ACTIVITIES	B
43	LOOK AFTER ANIMALS	_ OR _	OPERATE POWER TOOLS
44	EXPERIMENT IN A LAB	_ OR _	FIX CARS
45	CREATE A SCULPTURE	_ OR _	DISSECT SPECIMENS
46	HELP PEOPLE WITH PROBLEMS	_ OR _	SKETCH A SCENE
47	WORK PART TIME IN AN OFFICE	_ OR _	SELL CLOTHES IN A SHOP
48	SUPERVISE OTHERS	_ OR _	HELP SICK PEOPLE
49	SAIL A BOAT	_ OR _	STUDY ASTRONOMY
50	ACT IN A PLAY	_ OR _	PRINT A MAGAZINE
51	INTERVIEW PEOPLE	_ OR _	WATCH A SCIENCE SHOW
52	DIRECT A PLAY	_ OR _	COMPOSE A SONG
53	ANSWER PEOPLE S ENQUIRIES	_ OR _	DISMANTLE SOMETHING
54	GO FISHING	_ OR _	TAKE PHOTOGRAPHS
55	PREPARE ADVERTISING	_ OR _	RESTORE FURNITURE
56	ADVISE CUSTOMERS	_ OR _	COLLECT ROCK SAMPLES
57	PREPARE A RESEARCH REPORT	_ OR _	WRITE A STORY
58	GO HIKING/BUSHWALKING	_ OR _	PLAY SPORT
59	BE TREASURER FOR A GROUP	_ OR _	ASSEMBLE HOBBY KITS
60	HELP IN A LIBRARY	_ OR _	COLLECT WEATHER DETAILS
61	DRIVE A TRACTOR	_ OR _	MANAGE A SHOP
62	PROGRAM A COMPUTER	_ OR _	TRAIN NEW STAFF
63	DO SOME GARDENING	_ OR _	TYPE SOME LETTERS

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Career Interest Test

Version 3.0

James A Athanasou PhD
University of Technology, Sydney

Name: _____

Place of testing : _____

Date: _____

This test is used to help you understand your interests. It may show you some kinds of careers you might find satisfying. The next few pages list many jobs, courses and activities. From each pair pick the one you prefer.

Look at each pair. If you prefer the one on the right, put a tick on the right hand side. If you like the answer on the left, put your tick on the left hand side. If you are not really sure what you would like then you should just guess.

Work as quickly as you can. Most people find it easy to complete. At the end you will be given a copy of the results.

Thank you for your help.

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Read each question. Think which one you would like the most. Place a tick (✓) for your answer. If you are not sure, then just guess what is best for you. You have to choose one, and you cannot leave any blank.

	A	JOBS	B
1	GROW CROPS	_ OR _	FIX MACHINES
2	DIAGNOSE AN ILLNESS	_ OR _	FLY A PLANE
3	DESIGN BUILDINGS	_ OR _	WORK IN A SCIENCE LAB
4	HELP FAMILIES WITH PROBLEMS	_ OR _	PAINT PORTRAITS
5	PREPARE TAX RETURNS	_ OR _	BE IN CHARGE OF WORKERS
6	VISIT CUSTOMERS	_ OR _	LOOK AFTER CHILDREN
7	MEASURE BLOCKS OF LAND	_ OR _	SELL MEDICINES
8	MAKE DIAMOND RINGS	_ OR _	FIX LIGHTS
9	HELP SICK PEOPLE IN HOSPITAL	_ OR _	MASSAGE SORE MUSCLES
10	ORGANISE TRAVEL PLANS	_ OR _	PLAY IN A BAND
11	TEACH IN A SCHOOL	_ OR _	DESIGN BRIDGES
12	TRAIN FOR SPORT	_ OR _	ACT IN A PLAY
13	OWN A SHOP	_ OR _	FIX COMPUTERS
14	DEFEND SOMEONE IN COURT	_ OR _	TREAT SICK ANIMALS
15	MANAGE A LIBRARY	_ OR _	WRITE FOR A NEWSPAPER
16	LOOK AFTER FORESTS	_ OR _	HELP PEOPLE WITH INJURIES
17	APPROVE A HOME LOAN	_ OR _	BUILD A HOUSE
18	DEVELOP COMPUTER SOFTWARE	_ OR _	FIX TEETH
19	PREPARE A LAWN	_ OR _	OWN A SHOP
20	ANALYSE FINANCES	_ OR _	GIVE ADVICE ABOUT JOBS
21	DRIVE A TRUCK	_ OR _	WORK IN AN OFFICE

	A	COURSES	B
22	GEOGRAPHY	_ OR _	TECHNICAL DRAWING
23	CHEMISTRY	_ OR _	METALWORK
24	MUSIC	_ OR _	BIOLOGY
25	HOME SCIENCE	_ OR _	POETRY
26	MATHEMATICS	_ OR _	COMMERCE
27	BUSINESS	_ OR _	HEALTH CARE
28	AGRICULTURE	_ OR _	PHYSICS
29	TEXTILES	_ OR _	WOODWORK
30	HISTORY	_ OR _	GEOLOGY
31	ECONOMICS	_ OR _	DRAMA
32	RELIGIOUS STUDIES	_ OR _	ENGINEERING
33	ZOOLOGY	_ OR _	PHOTOGRAPHY
34	RETAILING	_ OR _	PLUMBING
35	POLITICS	_ OR _	BOTANY
36	SECRETARIAL STUDIES	_ OR _	ART
37	ENVIRONMENT	_ OR _	SOCIAL PROBLEMS
38	ACCOUNTANCY	_ OR _	ELECTRONICS
39	COMPUTING	_ OR _	MEDICINE
40	PHYSICAL EDUCATION	_ OR _	ADVERTISING
41	LIBRARIANSHIP	_ OR _	EDUCATION/TEACHING
42	BUILDING	_ OR _	MANAGEMENT

A	ACTIVITIES	B
43	LOOK AFTER ANIMALS _ OR _	OPERATE POWER TOOLS
44	DO AN EXPERIMENT _ OR _	FIX CARS
45	CREATE A SCULPTURE _ OR _	DISSECT SPECIMENS
46	HELP PEOPLE WITH PROBLEMS _ OR _	SKETCH A SCENE
47	WORK PART TIME IN AN OFFICE _ OR _	SELL CLOTHES IN A SHOP
48	SUPERVISE OTHERS _ OR _	HELP SICK PEOPLE
49	SAIL A BOAT _ OR _	STUDY ASTRONOMY
50	ACT IN A PLAY _ OR _	PRINT A MAGAZINE
51	INTERVIEW PEOPLE _ OR _	WATCH A SCIENCE SHOW
52	DIRECT A PLAY _ OR _	COMPOSE A SONG
53	ANSWER PEOPLE S ENQUIRIES _ OR _	DISMANTLE SOMETHING
54	GO FISHING _ OR _	TAKE PHOTOGRAPHS
55	PREPARE ADVERTISING _ OR _	RESTORE FURNITURE
56	ADVISE CUSTOMERS _ OR _	COLLECT ROCK SAMPLES
57	PREPARE A RESEARCH REPORT _ OR _	WRITE A STORY
58	GO HIKING/BUSHWALKING _ OR _	PLAY SPORT
59	BE TREASURER FOR A GROUP _ OR _	ASSEMBLE HOBBY KITS
60	HELP IN A LIBRARY _ OR _	COLLECT WEATHER DETAILS
61	DRIVE A TRACTOR _ OR _	MANAGE A SHOP
62	PROGRAM A COMPUTER _ OR _	TRAIN NEW STAFF
63	DO SOME GARDENING _ OR _	TYPE SOME LETTERS

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SCORING KEY FOR GROUP ADMINISTRATION

Place a circle around the option chosen for each question.

Total the number of circled responses for each category.

1	OU	PR
2	SC	PR
3	CR	SC
4	PC	CR
5	OF	BU
6	BU	PC
7	OU	SC
8	CR	PR
9	PC	SC
10	BU	CR
11	PC	PR
12	OU	CR
13	BU	PR
14	BU	SC
15	OF	CR
16	OU	PC
17	OF	PR
18	OF	SC
19	OU	BU
20	OF	PC
21	OU	OF

22	OU	PR
23	SC	PR
24	CR	SC
25	PC	CR
26	OF	BU
27	BU	PC
28	OU	SC
29	CR	PR
30	PC	SC
31	BU	CR
32	PC	PR
33	OU	CR
34	BU	PR
35	BU	SC
36	OF	CR
37	OU	PC
38	OF	PR
39	OF	SC
40	OU	BU
41	OF	PC
42	OU	OF

43	OU	PR
44	SC	PR
45	CR	SC
46	PC	CR
47	OF	BU
48	BU	PC
49	OU	SC
50	CR	PR
51	PC	SC
52	BU	CR
53	PC	PR
54	OU	CR
55	BU	PR
56	BU	SC
57	OF	CR
58	OU	PC
59	OF	PR
60	OF	SC
61	OU	BU
62	OF	PC
63	OU	OF

TOTAL ____ OU ____ PR ____ SC ____ CR ____ BU ____ OF ____ PC

SCORING KEY FOR INDIVIDUAL ADMINISTRATION:

Place an A or B in the square containing the question

At the end, tally the number of As or Bs for each row; then sum the results for each of the seven categories

Question Numbers			Outdoor	Practical	Scientific	Creative	Business	Office	People Contact
1	22	43	A	B					
2	23	44		B	A				
3	24	45			B	A			
4	25	46				B			A
5	26	47					B	A	
6	27	48					A		B
7	28	49	A		B				
8	29	50		B		A			
9	30	51			B				A
10	31	52				B	A		
11	32	53		B					A
12	33	54	A			B			
13	34	55		B			A		
14	35	56			B		A		
15	36	57				B		A	
16	37	58	A						B
17	38	59		B				A	
18	39	60			B			A	
19	40	61	A				B		
20	41	62						A	B
21	42	63	A					B	
TOTAL									

Personal Profile

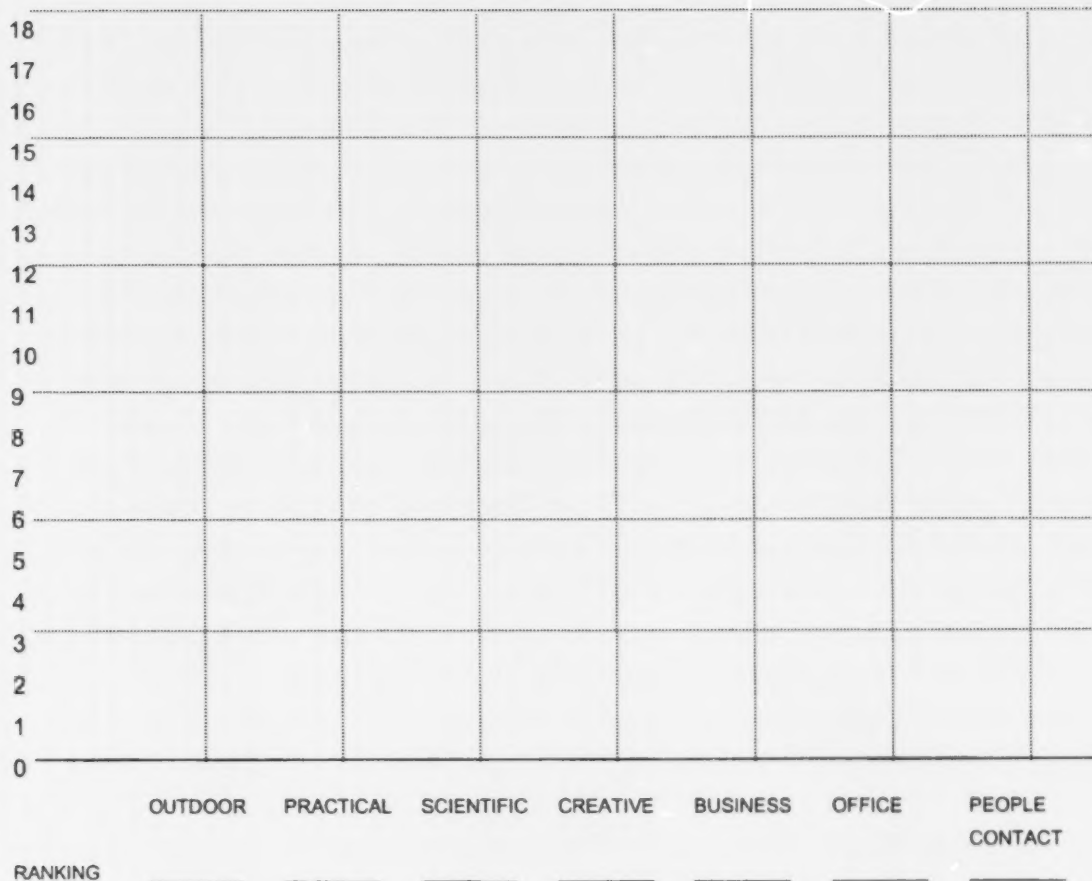
Name _____

Date _____

This profile is a summary of your scores on the seven work interest categories of the Career Interest

Test. Descriptions of these categories are listed on the next page.

Interest Profile



This profile shows a graph of your interests in seven work or career activities. The highest scores show the type of activities you like best. More than one high score indicates a combination of interests. The lowest scores should also be considered since they show activities that you probably do not enjoy right now.

Use your two or three highest scores to help you find jobs that match your interests. Look in the classification of occupations that comes with this *Career Interest Test*.

Interest Categories

Read these descriptions to give you an understanding of the different types of work. The occupations named in each category are only examples.

- OUTDOOR** Outdoor interest means that you like to work and move about outside. It also involves caring for animals and growing things. Farmers, foresters, landscape gardeners, surveyors, and sportsmen/sportswomen are among those high in outdoor interests.
- PRACTICAL** Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.
- SCIENTIFIC** Scientific interest means that you like to discover ideas, observe, investigate and experiment. It includes medical and health occupations. Doctors, pharmacists, zoologists, dentists, chemists, physicists have high scientific interests.
- CREATIVE** A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.
- BUSINESS** Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.
- OFFICE** An interest in office work means you like working indoors, and clerical tasks which involve organising and being accurate. It can involve planning and controlling. Clerical jobs such as secretary, office worker, receptionist, bank clerk, or computer operator are in this category. An interest in office work also means you like to work with numbers and do calculations such as in finance or statistics. A high interest in this area means that you might like such office jobs as computer programmer, barrister, or economist.
- PEOPLE CONTACT** An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

Further Action

Interests are important because they show what you like to do. They also offer clues about your abilities and what you prefer from a career. When you work in a career that really interests you then you have more knowledge, you are satisfied and you become involved in your work. Time can pass easily and without problem when you are doing something that is of personal interest.

Think about the pattern of your interests, for instance the categories that were highest and lowest. These show what work you may or may not like to do, what things you may or may not like to learn about and how you would or would not like to spend your time. Your interests say something about the sort of person that you are.

Some people say that interests lead to satisfaction in a career. Of course, there are many other factors to consider and you might want to ask for some advice from your careers adviser, counsellor or employment officer. If two careers, however, are almost identical in the education or training that is needed and if they offer you the same things in life and if they have similar working conditions, then maybe you should choose the one that interests you the most.

If you are choosing a career or occupation then you might want to consider these six easy steps. They may take some time so don't be in a hurry.

- **Step 1.** List your highest ranking interest first of all, then your second and maybe your third highest interest. Check whether your current occupation or your planned career matches your highest interests.
- **Step 2.** Check which other occupations match your interests. Make a list of the occupations that really interest you. Use the classification of occupations to help you make a small list.
- **Step 3.** If you need to, read or find out something more about these occupations. Make sure that you are able to cope with these occupations. Check that you have the aptitude or the ability to do this work. Use the information from publications like the *Job Guide* or other careers information. Now cross out from your list any occupations that are unsuitable for you.
- **Step 4.** Next make a mental list of what things you want from a career. Check whether these occupations offer you what you want. Cross out any occupations that appear unsuitable.
- **Step 5.** You should now have a short list of occupations that match your interests, your abilities and which offer you what you value.
- **Step 6.** If you have more than one occupation in your list then you can compare all the occupations to see which one(s) you prefer most. Just compare the first with every other one and count the number of times you choose it. Then compare the second occupation with every other one and then count the number of times you chose the second occupation. Then do this for the third occupation and so on. See which occupation was chosen most of all. Make this your first choice.

If you are not sure what you have to do then just ask your careers adviser, counsellor or employment officer for some help. They are trained to help job-seekers and can suggest other factors you might want to consider.

Remember that your interests will change. They are only a small part of helping you decide about occupations. Abilities, opportunities and personal circumstances will also determine what you do.

You can obtain further information about jobs and careers from your careers adviser, university career centre, TAFE institute, employment or other vocational services. There are also helpful books on careers, valuable job guides and many web-sites (see below) for job-seekers. I wish you well in your choice of careers.

- Job Guide (Department of Education Training & Youth Affairs)
- What Colour is Your Parachute? (Ten Speed Press)
- <http://jobsearch.gov.au> (a web-based Australian careers information service)
- www.myfuture.edu.au (a web-based version of the *Career Interest Test* and offers additional information and career support)
- www.smartfuture.qld.gov.au (this is another web-based version of the *Career Interest Test* and offers additional information and career support)
- <http://www.dewrsb.gov.au> (a web-site for workplace issues)

Career Interest Guide

A CLASSIFICATION OF OCCUPATIONS BY INTEREST CATEGORIES

Listed below are many jobs and careers. They have been grouped into seven interest categories: Outdoor, Practical, Scientific, Creative, People Contact, Business, and Office.

To find the type of work you want, read through the different occupations in the job categories which match your interests.

As you will see, each category has been divided into four areas that indicate the training, education, or experience that each requires. The four areas are Degree/Diploma, Certificate, Trade, or Other (that is, jobs where experience may be important or where there are other qualifications). Check that these qualifications are still current and apply in your State. Please note also that occupations, educational levels, and categories may vary.

OUTDOOR

Degree/Diploma

Agricultural occupations * Anthropologist * Archaeologist * Cartographer * Civil engineer * Defence forces * Forester * Geographer * Geologist * Geophysicist * Health surveyor * Horticulture * Journalist * Marine scientist * Marine surveyor * Meteorologist * Naturalist * Pilot * Police officer * Recreation officer * Surveyor * Telecommunications * Veterinary scientist * Viticulture

Certificate

Agricultural occupations * Ambulance work * Animal care * Builder * Cartographer * Health surveyor * Horticultural occupations * Landscape gardener * Mining occupations

Trade

Agricultural occupations * Boat building * Bricklaying * Building trades * Defence forces * Farm apprentice * Gardening * Greenkeeping * Jockey * Merchant navy * Nurseryman/nurserywoman * Plant mechanics * Roof tiling * Shipbuilding * Signwriting * Stonemasonry * Wood processing occupations

Other

Agricultural occupations * Ambulance work * Animal attendant * Back hoe/Front end loader operator * Beach inspector * Brewery delivery driver * Bricklayer's labourer * Builder's labourer * Bulldozer operator * Bus driver * Coach driver * Concrete worker * Courier * Crane operator * Dairy worker * Defence forces * Diver * Dog attendant * Dog trainer * Driver's offside * Driving instructor * Farmer * Farmhand * Fire fighter * Forester * Fruit picker * Furniture removalist * Garbage collector * Groundsman/woman * Hire car driver * Horticultural occupations * Journalist * Merchant navy * Meteorological observer * Milk deliverer/vendor * Park ranger * Parking patrol officer * Photographer * Pilot * Postman/woman * Public transport occupations * Railway guard * Railway station assistant * Rigger and scaffolder * Rubbish removalist * Security officer * Shearing * Steward/Stewardess * Stockowner * Strapper/jockey * Taxi driver * Tow truck operator * Train driver * Veterinary nurse * Window cleaner * Wood processing occupations * Viticulture

PRACTICAL

Degree/Diploma

Aeronautical engineer * Ceramics engineer * Chemical engineer * Civil engineer * Defence forces * Draftsperson * Electrical engineer * Electronics engineer * Food technologist * Flight engineer * Home economist * Industrial arts teacher * Industrial engineer * Laboratory technician * Marine engineer *

Mechanical engineer * Medical technologist * Mining engineer * Naturalist * Occupational therapist *
Structural engineer * Telecommunications

Certificate

Broadcast maintenance technician * Building technician * Caterer * Chemical technician * Computer service technician * Draftsperson * Dressmaking * Driller * Engineering technicians * Film production occupations * Geological/geophysical technician * Jeweller * Laboratory assistant * Meteorology technical officer * Non-destructive testing technician * Panel operating * Photography * Plastics production occupations * Radio operator * Survey drafting occupations * Telecommunications technician

Trade

Aircraft instrument mechanic * Aircraft maintenance engineering * Apparel plant mechanic * Baker * Blacksmith * Boat builder * Bookbinder * Boilermaker * Brake mechanic * Business equipment serviceman/woman * Butcher * Cabinetmaker * Canvas and rope goods occupations * Carpenter * Clicker * Compositor * Computer service technician * Cook * Coppersmith * Cutter * Defence forces * Dental technician * Electrical fitter * Electroplater * Fitter and machinist * Footwear manufacturing trades * French polisher * Glass industry trades * Knitting machine mechanic * Lift mechanic * Locksmith * Meat industry trades * Metal industry trades * Milliner * Motor cycle mechanic * Motor mechanic * Moulding * Orthopaedic technician * Painter and decorator * Panelbeater * Pastrycook * Plasterer * Plastics industry trades * Plumber * Printer and associated trades * Radio trades * Roof tiler and slater * Saw doctor * Shipbuilder * Shoe repairer * Small goods manufacturer * Tailor * Toolmaker * Toolsetter * Upholsterer * Wall and floor tiler * Welder

Other

Air traffic controller * Automotive replacement spare parts sales * Car detailer * Carpet layer * Cleaner * Dairy products industry occupations * Defence forces * Defence forces * Dry cleaner * Engraver * Factory hand * Fibreglass worker * Film equipment operator * Fisherman * Flight attendant * Florist * Footwear manufacturing occupations * Fork lift driver * Furnace operator * Garbage collector * Glazier * Housemaid/houseman * Laundry worker * Line serviceman/servicewoman * Meat packer * Miner * Panel operator * Pest controller * Photograph processor * Piano tuner * Picture framer * Projectionist * Radio operator * Shotblaster * Slaughterman/woman * Small goods manufacturing occupations * Steward/stewardess * Storeman/woman and packer * TV equipment operator * Ticketwriter * Tracer * Tyre fitter * Vehicle assembly worker * Welder * Winemaker

SCIENTIFIC

Degree/Diploma

Anatomist * Agricultural scientist * Astronomer * Audiologist * Bacteriologist * Biochemist * Biologist * Biometrician * Biophysicist * Botanist * Chemist * Chiropractor * Dentist * Dietitian * Doctor * Ecologist * Entomologist * Forensic biologist * Geneticist * Geologist * Geophysicist * Gemmologist * Haematologist * Health surveyor * Hospital pharmacist * Industrial chemist * Laboratory technician * Marine scientist * Mathematician * Medical technologist * Metallurgist * Meteorologist * Microbiologist * Naturalist * Naturopath * Nuclear physicist * Nurse * Occupational therapist * Optometrist * Orthodontist * Orthoptics * Osteopath * Parasitologist * Pharmacist * Pharmacologist * Physicist * Physiologist * Physiotherapist * Podiatrist * Radiographer * Veterinary scientist * Zoologist

Certificate

Animal technician * Ambulance officer * Audiometrist * Biological technician * Chemical technician * Engineering technician * Food technology technician * Health surveyor * Laboratory assistant * Meat inspector * Nursing aide * Optical dispenser * Pathology technician

Trade

Dental technician * Optical mechanics * Orthopaedic technician

Other

Ambulance officer * Animal attendant * Dental assistant * Diet aide * Meteorological occupations * Nursing aide * Trichologist

CREATIVE

Degree/Diploma

Actor * Advertising executive * Architect * Art teacher * Editor * Fashion designer * Film production occupations * Gallery director * Industrial designer * Interior designer * Interpreter * Journalist * Landscape architect * Librarian * Musician * Music teacher * Naval architect * Public relations officer * Publisher * Sculptor * Textile and design occupations * Town planner * Translator

Certificate

Advertising occupations * Commercial artist * Draftsperson * Interior decorator * Landscape gardener * Library assistant * Panel operator * Photographer * Television broadcasting occupations

Trade

Cook * Coppersmith * French polisher * Gardener * Hairdresser * Jeweller * Milliner * Painter and decorator * Pastrycook * Scientific instrument maker * Signwriter * Stonemason * Tailor * Upholsterer * Wall and floor tiler * Wood turner

Other

Actor * Advertising occupations * Animator * Announcer * Art restorer * Beauty care * Book editor * Commercial artist * Conservator * Copywriter * Cosmetician * Director TV and film * Display person * Diversional therapist * Dressmaker * Fashion co-ordinator * Film equipment operator * Florist * Jeweller * Journalist * Make-up artist * Model * Musician * Music teacher * Panel operator * Piano tuner * Producer TV and film * Radio announcer * Radio broadcasting occupations * Screenprinter * Scriptwriter * Sculptor * Ticketwriting * Tracer * Woodcarver

BUSINESS

Degree/Diploma

Accountant * Administrator * Advertising executive * Banker * Barrister * Clerk * Economist * Home economist * Hotel/motel manager * Industrial officer * Personnel officer * Public relations officer * Publisher * Solicitor * Travel agent

Certificate

Advertising occupations * Banking occupations * Clerk * Demonstrator * Home economist * Hotel/motel manager * Insurance agent * Personnel officer * Purchasing officer * Retail manager * Sales representative * Stock and station agent

Trade

Butcher * Hairdresser * Waiting

Other

Advertising occupations * Auctioneer * Automotive replacement parts sales * Car sales representative * Cashier * Checkout operator * Clerk * Fashion buyer * Fashion co-ordinator * Fast food sales assistant * Dispensary assistant * Florist * Hardware sales assistants * Insurance agent * Law clerk * Newsagent * Passenger service Officer * Pet shop assistant * Public relations officer * Publisher * Sales representative * Shop assistant * Travel consultant.

OFFICE

Degree/Diploma

Accountant * Actuary * Administrator * Agricultural economist * Archivist * Banker * Barrister * Clerk * Company secretary * Computer programmer * Diplomat * Economist * Hospital administrator * Hotel manager * Industrial relations officer * Insurance occupations * Librarian * Local government occupations * Mathematician * Medical records administrator * Nurse administrator * Personnel officer * Private secretary * Public service careers * Publisher * Purchasing officer * School principal * Statistician * Stockbroker * Systems analyst * Travel agent

Certificate

Assistant accountant * Administrator * Advertising occupations * Banking occupations * Customs agent * Hospital administrator * Hotel/motel manager * Insurance clerk * Library assistant * Library technician * Local government clerk * Personnel clerk * Private secretary * Public service clerk * Real estate agent *

Retail clerk

Other

Banking occupations * Book editor * Clerical assistant * Computer operator * Court attendant * Court reporter * Customs clerk * Data entry operator * Hansard reporter * Law clerk * Postal clerk * Railway station assistant * Receptionist * Shipping clerk * Telephonist * Tracer * Word processor operator

PEOPLE CONTACT

Degree/Diploma

Anthropologist * Art teacher * Audiologist * Barrister * Child care assistant * Counsellor * Dentist * Doctor * Hotel manager * Industrial relations officer * Interpreter * Librarian * Nurse * Nurse educator * Occupational therapist * Optometrist * Personnel manager * Pharmacist * Physiotherapist * Pre-school teacher * Probation and parole officer * Psychiatric nurse * Psychologist * Rehabilitation counsellor * Social worker * Special or remedial teacher * Sociologist * Speech pathologist * Teacher * Welfare worker

Certificate

Audiometry * Banking occupations * Child care assistant * Hospital administrator * Hotel/motel manager * Insurance agent * Library assistant * Nurse aide * Personnel clerk * Welfare worker

Trade

Waiting

Other

Ambulance officer * Banking occupations * Bar attendant * Beautician * Checkout operator * Dental chairside assistant * Diversional therapist * Flight attendant * Gym instructor * Insurance agent * Minister/Priest * Model * Physical fitness instructor * Police officer * Prison officer * Public relations officer * Receptionist * Recreation worker * Sales assistant * Steward/stewardess * Telephonist * Tour guide * Usher/usherette

IDEAS

Artist

Designer
Interior decorator
Photographer

Doctor

Actor
Physiotherapist

Zoologist

Dentist

CREATIVE

Fashion Designer

Scientist

Veterinarian
Surgeon
Writer

Musician

Journalist

Sociologist

Dancer
Florist
Jeweller
Pharmacist

Physicist

Prime Minister

Disc jockey

Pilot

Sportsperson

Occupational therapist

Guidance officer
Librarian

Teacher

Nurse

Beautician

Nurse aide

Social worker

Flight attendant

Bar attendant

PEOPLE CONTACT PEOPLE

Geologist

Draftsperson
Farmer

Greenkeeper

Grazier

Boatbuilder

OUTDOOR

Toolmaker
Carpenter

Miner

Technician

Electronics technician

Tiler

Labourer

Boilermaker

Driver

Engineer

Machinist

Panelbeater

Electrician

Electrical fitter

Truck driver

Plumber

Apprentice

Auto electrician

Concretor

Butcher

Civil engineer

Builder

Panelbeater

Electrician

Electrical fitter

Truck driver

Plumber

Apprentice

Auto electrician

Concretor

Butcher

Civil engineer

Builder

Panelbeater

Electrician

Electrical fitter

Truck driver

Plumber

Apprentice

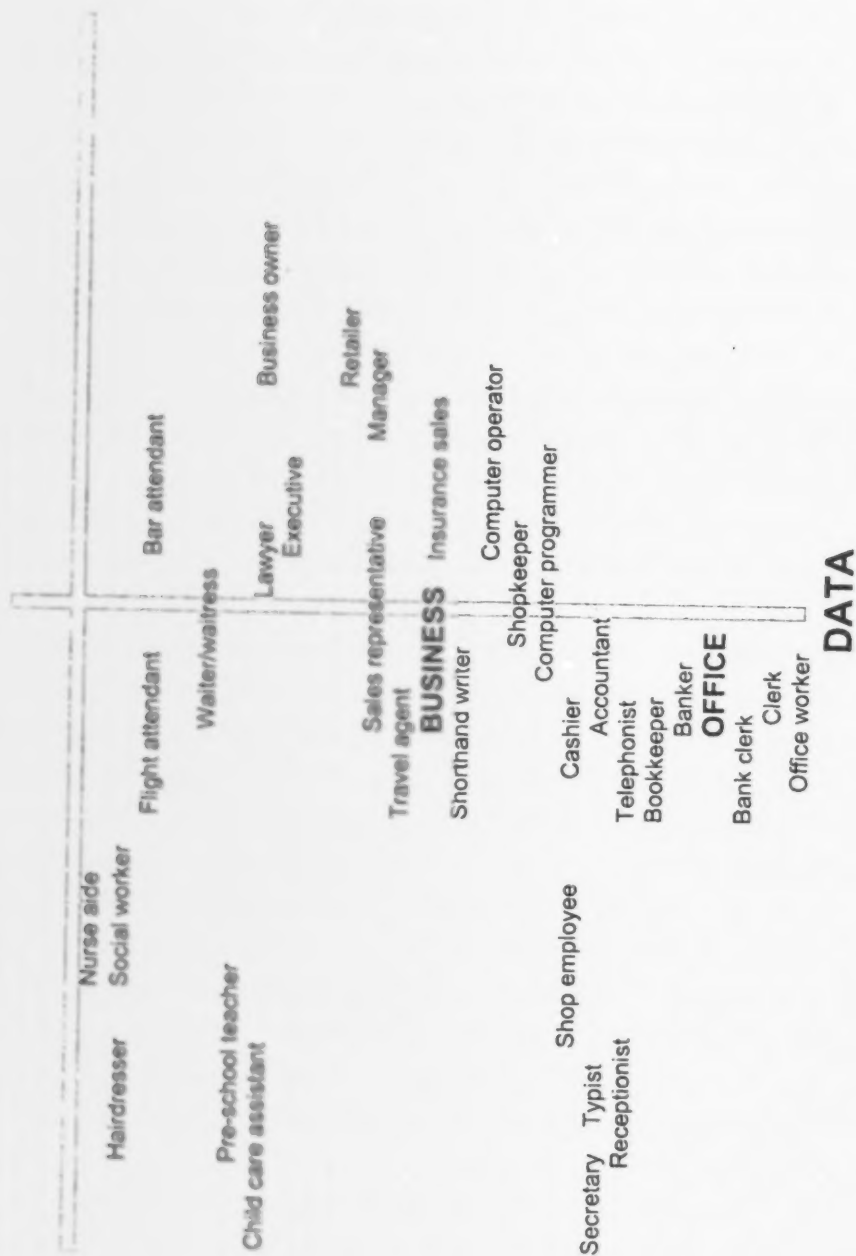
Auto electrician

Concretor

THINGS

PEOPLE

THINGS

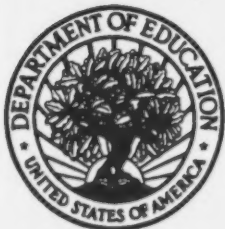


A WORLD OF WORK MAP SHOWING OCCUPATIONS AND INTERESTS

Occasional Papers

- No. 1. Vocational achievements following spinal cord injury in Australia, August, 1994
- No. 2. Validity of self-estimates of career interests under matching and non-matching conditions, September 1994
- No. 3. Combining school and work - new pathways for learning in Australia, October 1995
- No. 4. Examining the validity of Azrin's Job Club methodology as a way of increasing job seeking behaviour and vocational achievements of unemployed persons with spinal cord injury: a case study, February 1996
- No. 5. Evaluating the effectiveness of multimedia based learning, July 1998 ED 419 958
- No. 6. Repeated judgements of interest in vocational education: A lens model analysis, July 1998 ED 419 959
- No. 7. Using a career interest card sort for vocational assessment and counselling, July 1998 ED 419 960
- No. 8. The dimensions of general vocational interests: A study of Australian high school students, August 1999 ED 432 664
- No. 9. An evaluation of a model of domain learning: some preliminary data on the effects of students knowledge, interest and strategies in the acclimation stage of learning, August 1999 ED TM030137
- No. 10. Analysis of responses to vocational interest items: A study of Australian high school students, August 1999 ED 432 686
- No. 11. A standardised method for investigating learning in music therapy, December 1999 ED TM030604
- No. 12. A brief, free and standardised assessment of interests for use in educational and vocational guidance. March 2000 ED 440120
- No. 13 Vocational pathways of Australian schoolleavers: A longitudinal study, October 2000 ED 445 271
- No. 14 A brief, free and standardised assessment of interests for use in educational and vocational guidance — Career Interest Test (Version 3.0), November 2002

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